



Social Value Impact Report 2025/2026

EverCare & Corporate Social Responsibility

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Foreword

I'm proud to be part of a company genuinely committed to being a force for good. At Ground Control, our success is measured not just in financial terms, but by the positive social and environmental impact we create. Through EverCare and our broader Corporate Social Responsibility (CSR) efforts, we continue to embed purpose into everything we do.

I'm delighted to present our Year End Social Impact Report for 2025/26 — a comprehensive reflection of our milestones, achievements, and unwavering commitment to sustainable growth, community impact, and organisational excellence.

This year, we achieved a remarkable **£1,388,575 in total social value**, a **44% increase** from last year's total of £962,351. This reflects the real-world difference we're making through community investment, environmental stewardship, inclusive employment, and ongoing support for local causes.

This year's highlights include raising over £50,000 for the RNLI in memory of colleague Simon Wiggins, sponsoring Billericay Food Bank, supporting a child in Kenya through the EverCare Fund, celebrating the 50th National Tree Week at Wildfell, and raising £3,304 through the inaugural Freedom Games to fight modern slavery.

We continue to make significant strides on our journey to Net Zero by 2038, achieving a further 17% reduction in our emissions intensity ratio this year — despite considerable business growth.

Let's continue to move forward together, using business as a force for good, guided by our shared values and our commitment to leave the world in a better place than we found it.

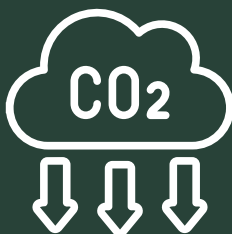


Executive Summary

Our Year in Numbers



£1,388,575
Total Social Value
(+40% vs last year)



17%
Reduction in CO₂
Intensity Ratio

£24,917
Invested in
Modern Slavery
Prevention

100%
Employees Paid
Real Living Wage



932
Employees
with Wellbeing
Access




1,141 hrs
Volunteering



£61,074
Donations & In-Kind
Contributions



97%+
Fleet Electric
(on track for 100%
by 2030)


341 hours
Equality, Diversity
& Inclusion Training

EverCare & Our CSR Approach

At Ground Control, Corporate Social Responsibility is more than a set of obligations — it's a core part of who we are and how we operate. CSR means actively contributing to the wellbeing of our communities, the environment, and the people we work with, while holding ourselves accountable to higher standards of purpose-driven business.

Our approach is guided by the triple bottom line: people, planet, and profit. We measure success not just by financial performance, but also by the positive social and environmental outcomes we deliver. From reducing carbon emissions to supporting communities through volunteering and donations, we believe business can, and should, be a force for good.

EverCare is the heart of our CSR activity. It brings together a wide range of initiatives focused on sustainability, wellbeing, equity, and community support — amplifying our impact far beyond business as usual.

We used the TOMs framework (Themes, Outcomes, and Measures) to ensure our social impact is measurable, transparent, and aligned with national best practice across public and private sector supply chains.



TOMS Framework – Total Social Value 2025/26

We are proud to report a total social value contribution of **£1,344,261 for 2025/26**, a significant increase from last year's £962,351. This result reflects the real-world difference we're making through community investment, environmental stewardship, inclusive employment, and ongoing support for local causes.

Social Value Measure	Social Value (£)
Weeks of training opportunities (NVQs, apprenticeships & upskilling)	£715,518
Employees with access to comprehensive wellbeing programmes	£121,430
Car miles driven using low/no emission vehicles (green transport)	£222,658
Volunteering hours provided to support local community projects	£19,300
Equality, diversity and inclusion training (staff & supply chain)	£34,441
Donations and in-kind contributions to local community projects	£61,074
CO ₂ e savings through decarbonisation	£20,549
Supply chain spend with VCSEs (NT14)	£6,133
Modern slavery prevention initiatives (NT43)	£24,917
Full-time employees hired / Real Living Wage uplifts	£1,456
CBT & professional mental health support for employees	£4,217
School/college engagement hours (NT8)	£1,827
Disabled employees hired and supported	£147,785
Other qualifying social value measures	£7,270
Total Social Value 2025/26	£1,344,261



Our Impact by Theme

Jobs – Promoting Local Skills and Employment

Our People & Culture

This year we continued to embed our values — including **“If it's to be, it's up to me”** — into appraisals, reward frameworks, and everyday decision-making, creating an environment where talent is nurtured, voices are heard, and opportunities for growth are accessible to all.

This commitment reflects Sustainable Development Goal (SDG) 8 — Decent Work and Economic Growth, as we strive to provide fair employment, skills development, and long-term career progression for everyone in our workforce.

Health, Wellbeing & Fair Pay

Every one of our 932 colleagues has access to a comprehensive wellbeing programme, including:

- **Employee Assistance Programme (EAP)** – confidential mental, emotional, and financial support.
- **CALM Partnership** – tackling mental health stigma, especially around male suicide.
- **GP24** – 24/7 access to medical advice.
- **Mental Health First Aiders** – deployed across the organisation.
- **Wellbeing Days, discounted gym memberships, and team seminars**

We remain a Real Living Wage-accredited employer, with 100% of our employees paid at or above the benchmark.

Learning and Development

Through Ground Control University and the GC Academy, we continued to provide career-spanning learning opportunities. In 2025/26:

- **Apprenticeship programme scaled from 26 to 33 active apprentices by year end**
- **NVQ programmes running consistently at 16–19 enrolments per month**
- **Internal upskilling apprenticeships averaging 8–9 per month**
- **Student work placements and internships delivered throughout the year**



Championing Diversity & Inclusion

We invested **341 hours in Equality, Diversity & Inclusion (EDI) training** in 2025/26. Our Neurodiversity Network continued to drive practical change — with tailored risk assessments, workplace adjustments, and technology aids helping to remove barriers for neurodiverse colleagues.

Ground Control was Highly Commended for Wellbeing Campaign of the Year at the National Highways Northwest Region Health & Safety Awards.



Growth

Supporting Responsible Regional Business

Governance Through Accreditation

In 2025/26, Ground Control maintained ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health & Safety), as well as our Arboricultural Association annual audit. These certifications reaffirm our commitment to quality, sustainability, and safe operations.

Modern Slavery Prevention

We invested **£24,917** in modern slavery prevention across our local and global supply chains, including:

- Supply chain mapping and enhanced contract management — 300+ audits completed
- Targeted training for employees and field teams — 97% employee completion rate maintained
- All suppliers required to sign our Supplier Code of Conduct or demonstrate an equivalent
- Deepened partnership with Unseen UK to identify and escalate modern slavery risks

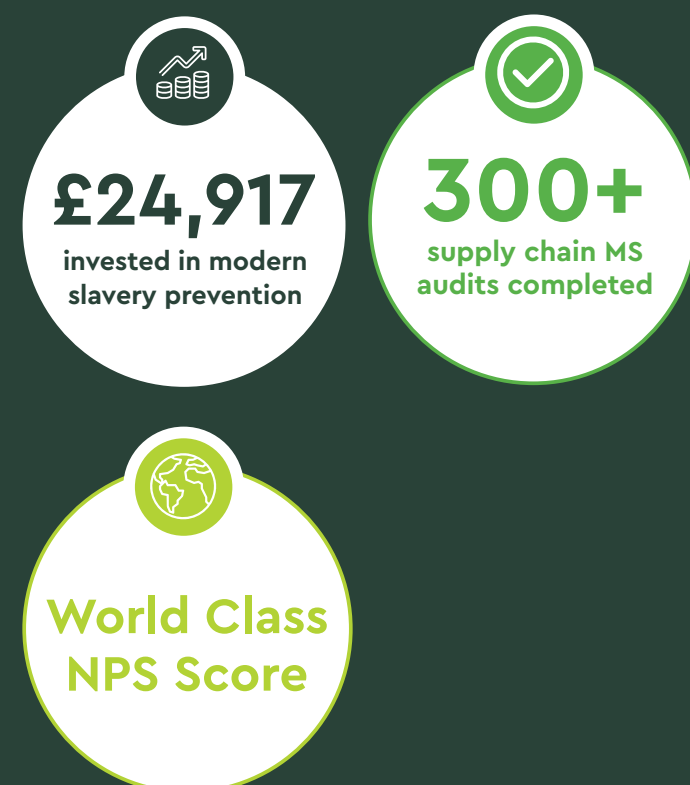
22% of supply chain partners now hold a Modern Slavery policy, up from 8% at the start of the year.

Freedom Games — Fighting Modern Slavery

In June 2025, Ground Control took part in the inaugural **Freedom Games**, raising **£3,304** for STOP THE TRAFFIK and Justice & Care — two charities working globally to dismantle trafficking networks and support survivors. Activities included a company-wide step-a-thon, a silent auction, and an EXCO car wash.

Building Client Trust

Our Net Promoter Scores remained World Class in 2025/26, demonstrating that responsible business practices build lasting loyalty and trust.



Social

Healthier, Safer & More Resilient Communities

Volunteering Hours

As part of our EverCare commitment, every employee receives **two dedicated volunteering days** each year. In 2025/26 our people dedicated **1,141 hours** to a wide range of causes, including:

- **Nature & Conservation** – tree planting at Wildfell, Devana and schools nationwide; bumblebee surveys with the Bumblebee Conservation Trust; habitat restoration with Essex Wildlife Trust, St Nicks Nature Reserve, and the Chalkstreams Project
- **Community & Social Impact** – foodbanks in Billericay and Camden, rehabilitation centres, community gardens, children's charities including 4Louis and YMCA
- **Education & Outreach** – careers talks in schools, Girlguiding, VE Day 80th celebrations, King's Garden Party stewarding
- **RNLI & Campaigns** – beach cleans, fundraising walks, charity collections, and 40 volunteer days dedicated to the RNLI campaign in memory of Simon Wiggins
- **Special Projects** - Crisis at Christmas, Project RECCE (military veteran employment), Freedom Games, B Corp Day, Commonwealth War Graves Commission

Donations & Match Funding

Outside of our work with the RNLI, Ground Control contributed **£61,074 in donations and in-kind contributions** to local community projects through the EverCare match funding scheme and direct charitable giving — supporting over 20 charities and community groups.

Partnerships Creating Impact

Our partnerships with The Tree Council, Essex Wildlife Trust (Platinum Membership), and the Bumblebee Conservation Trust continued to deliver hands-on conservation impact, giving our people meaningful opportunities to connect with nature and contribute to biodiversity outcomes throughout the year.



Environment

Decarbonising and Safeguarding Our World

Verified Progress to Net Zero by 2038

Our latest Business Carbon Assessment, independently verified to BS EN ISO 14064-1 and the GHG Protocol by Tunley Environmental, confirms continued progress in 2025/26:

- 17% reduction in emissions intensity ratio (tCO₂e per £m turnover)
- Scope 1: 2,346 tCO₂e · Scope 2: 339 tCO₂e
Scope 3: 77,136 tCO₂e
- 84 tCO₂e net savings achieved through decarbonisation activities
- 100% renewable energy across all Ground Control sites (excl. serviced offices and rental units)

Our science-based targets commit us to: a 90% reduction in Scope 1 & 2 emissions by 2030, a 42% reduction in Scope 3 by 2030, and net zero across the value chain by 2038.

Fleet Electrification

Ground Control remains firmly on track for 100% electric fleet by 2030, with our passenger fleet at **97%+ electric**. In 2025/26 our EVs drove **4,453,151 miles**, generating £222,658 in social value through reduced emissions.

National Tree Week – 50th Anniversary at Wildfell

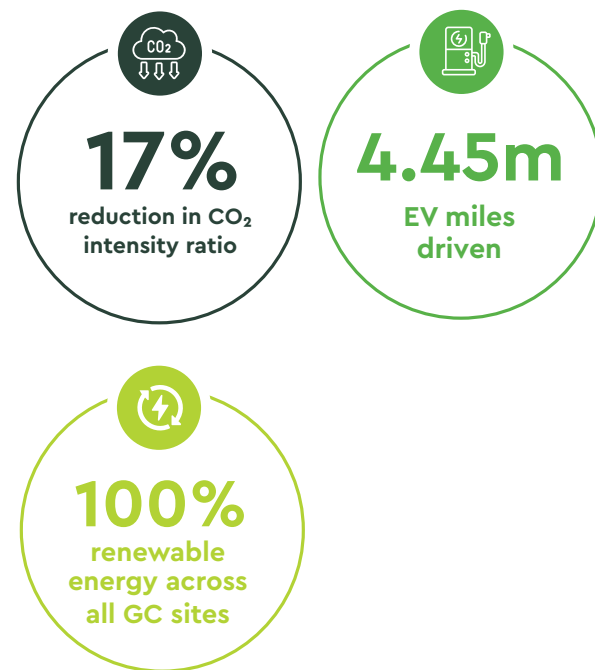
Ground Control marked the 50th National Tree Week with a series of events at our Wildfell

Habitat Bank in North Essex, hosted in partnership with The Tree Council and B Local Essex. Employees carried out essential maintenance to previously planted trees, planted new native species, and welcomed B Corp-certified Essex businesses for a community planting day.

Volunteers also supported the Fruitworks Cooperative in preparing and dispatching fruit trees for community growing, and joined The Tree Council at Springfield Park in Hackney, planting hedgerow whips across two green spaces.

Evergreen Fund

The Evergreen Fund — our commitment to donating 5% of net profits annually into nature recovery — has invested circa **£5.5 million to date**. Wildfell in Essex and Devanna in Cambridgeshire stand as flagship habitat recovery centres. Wildfell Habitat Bank holds a Conservation Covenant with Plantlife providing legally secured BNG units. Over **1.3 million trees** have been planted in total.



CASE STUDY

RNLI – £50,000 in Memory of Simon Wiggins

In 2025, Ground Control's Maintenance Division fundraised for the RNLI. This was matched pound-for-pound by the company, resulting in a total of £50,000. Simon Wiggins chose the RNLI as our Charity of the Year while in hospice care, inspired by their lifesaving work and his treasured seaside holidays with his sons Lewis and Lucas.

Colleagues across Ground Control came together in extraordinary ways, taking on monthly challenges and local events. Activities included: a 126-mile indoor cycle challenge, a run equivalent to the length of the M25, a 10-mile team walk to Burnham-on-Crouch RNLI lifeboat station, a 50km rowing challenge, car washes, quiz nights, bingo sessions, sponsored silences, and team hikes stopping at RNLI lifeboat stations across the UK.

Ground Control dedicated **40 volunteer days** to RNLI events including beach cleans, station collections, Holy Island information events, Peterborough MSA collections, and York Mayday appeals.

As a lasting tribute, a plaque was unveiled at Wells lifeboat station, and Ground Control donated to Exmouth's Launch a Memory lifeboat. Simon's name — alongside his sons Lewis and Lucas — now appears permanently on Exmouth's Shannon-class lifeboat.



“

The money raised will help ensure our volunteer crews can continue to launch to those in need, whatever the weather. Knowing Simon's name now sails on one of our Shannon-class lifeboats is a deeply fitting tribute.

CHRIS HARDY, LIFEBOAT OPERATIONS MANAGER, WELLS RNLI





CASE STUDY

Billericay Food Bank – Ongoing Sponsorship

Ground Control formalised its support for Billericay Food Bank by sponsoring the charity's Food Club, committing to five monthly slots to ensure staples such as eggs, milk and potatoes remain available year-round, donating nearly £5,000 to the charity.

In December 2025, employees at our Billericay HQ made their biggest ever food donation — so much food was collected that the charity sent a van to transport it. Teams also volunteered at the local Waitrose, encouraging customers to donate

“ Thank you so much to the Ground Control staff who contributed to this Christmas collection. Without the support of local businesses and individuals, we simply wouldn't be able to do what we do.

STUART GIBBS, BILLERICAY FOOD BANK



CASE STUDY

National Tree Week – 50th Anniversary at Wildfell

Ground Control marked the 50th National Tree Week with a series of events at Wildfell Habitat Bank, hosted in partnership with The Tree Council and B Local Essex. Employees carried out essential maintenance to trees and shrubs planted in the previous planting season, planted new native trees and shrubs, and facilitated a volunteer planting day for B Local Essex — a collection of Essex-based companies with B Corp certification.

Volunteers also supported the Fruitworks Cooperative — a social enterprise supporting local people to plant and care for fruit trees — lifting, preparing, and dispatching fruit trees grown in their onsite community tree nursery. Teams also joined The Tree Council at Springfield Park in Hackney, planting hedgerow whips across two green spaces and learning about the biodiversity on site.

The week also saw the publication of Ready, Set Plant by the Forestry Commission, featuring Chris Bawtree, Nature Recovery Director, sharing how Ground Control is creating large-scale woodland.

“ It's great to have volunteers at Wildfell taking part in National Tree Week. From our own teams to groups like B Local, it's fantastic to see people getting their hands dirty planting trees and learning about the importance of sites like Wildfell.

CHRIS BAWTREE, NATURE RECOVERY DIRECTOR



CASE STUDY

EverCare International – Supporting Lorris in Kenya

In March 2026, following a grant request from Rev. Margaret Fowler at Christ Church Billericay, the EverCare Fund donated £4,000 over four years to support Lorris Wafula — a child with albinism living at St. Stephen's Children's Home in Kenya after being abandoned with his brother.

Living with albinism in Kenya, Lorris requires specialised sun creams and eye protection that the children's home could not afford. The EverCare donation funds his health needs and education, including time on the school's allotments where he is learning to grow kale, maize, banana, mango and macadamia trees, inspired by his dream to become a farmer.

This marks the first international reach of the EverCare Fund, reflecting Ground Control's commitment to being a force for good beyond our own communities.





1 CHILD
supported every year



100%
School fees covered



ONGOING
healthcare support



BRIGHTER
future and opportunity

Performance Against 2025/26 Targets

Goal	Target	Result (YTD)	Status
 Volunteer hours	1,750 hours	1,141 hours	 In Progress: H2 campaigns ongoing
 Battery Equipment Usage	+20% YoY	Achieved	 On Track
 Fully Electric Passenger Fleet	100% EV by March 2026	97%+	 Near: on track for 2030 goal
 Enhance Matched Giving	£30,000	£61,074 YTD	 In Progress: H2 campaigns planned
 Tree Planting Initiative	100,000 trees	100,000 trees	 Ongoing: Evergreen Fund continuing

Note: Figures above reflect the full 2025/26 TOMS reporting year. Some measures continue to be recorded through to March 2026.

Goals for 2026/27

Building on our strongest year to date, our ambitious targets for 2026/27 include:



Volunteer Hours: Increase to 2,000 hours, supporting more conservation, community, and education projects



Boost Battery Equipment Usage: Increase use of battery-powered tools by 20% year on year across operational sites



Fully Electric Passenger Fleet: Complete the remaining transition to 100% electric passenger vehicles wherever feasible



Enhance Matched Giving: Achieve £35,000 in matched giving through EverCare, amplifying colleague charitable efforts



Tree Planting Initiative: Plant 100,000 trees as part of our Next Million Trees goal



Total Social Value: Target £1.5m+ in social value through expanded community, employment, and environmental commitments

These goals reflect our commitment to continuous improvement and our drive to create an even greater impact. Together, we can achieve these targets and further our mission of using business as a force for good.

Accreditations & Memberships

Ground Control holds a comprehensive portfolio of accreditations and memberships that underpin our commitment to quality, sustainability, safety, and ethical business practice.

Quality, Safety & Environment

ISO 9001	Quality Management Systems — independently certified
ISO 14001	Environmental Management Systems — structured approach to reducing environmental impact
ISO 45001	Occupational Health & Safety Management
RoSPA Award Winner 2025	Outstanding health & safety performance
CHAS / SafeContractor	Verified health and safety compliance for contractors

Arboriculture & Ecology

Arboricultural Association	Approved Contractor (ARB) — annual audit, industry-leading arboricultural practices
Utility Approved Contractor	trees.org.uk approved — certified for utility arboriculture work
Essex Wildlife Trust	Platinum Corporate Member — supporting wildlife and habitat conservation
Tree Council Partner	Tree Partner Programme — supporting community tree planting nationally, including the 50th National Tree Week
Bumblebee Conservation Trust	Corporate partner supporting pollinator monitoring and habitat improvement

Ethical Business & Sustainability

B Corp Certified	One of the first 1,000 UK B Corps — verified high standards of social and environmental performance
Living Wage Foundation	Real Living Wage Accredited Employer — 100% of employees paid at or above benchmark
Unseen UK Partner	Strategic partner in modern slavery prevention, training, and supply chain due diligence
Freedom Games Participant	Inaugural 2025 participant — raising £3,304 for STOP THE TRAFFIK and Justice & Care
Business Carbon Verified	Net Zero pathway verified by Tunley Environmental to BS EN ISO 14064-1 and GHG Protocol
Plantlife Conservation Covenant	Wildfell Habitat Bank legally protected for permanent ecological management and BNG delivery
Ireland Modern Slavery Council	Partnership with Sodexo — committed to ethical practices across Irish operations

Note: For the full and current list of accreditations and memberships, please visit: www.ground-control.co.uk/about/awards-accreditations/accreditations-memberships/



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